

CONSTITUTION
and BY-LAWS

of

Chicago Teamsters, Chauffeurs
and Helpers Union
of Chicago and Vicinity



ADOPTED JANUARY 26th, 1915



Constitution & By-Laws
of
Chicago
Teamsters : Chauffeurs
and Helpers Union
of Chicago *and* Vicinity



PREAMBLE

Whereas, It has been fully demonstrated that unity of action and organization among the Teamsters, Chauffeurs and Helpers of Chicago and vicinity are imperative and essential in order to combat the ever-growing encroachments of organized, consolidated capital; therefore, be it

Resolved, That knowing and looking to the righteousness and justice of our cause, we solemnly bind ourselves by our most sacred honor into one common brotherhood of men, by all lawful and just means, to better our social and financial condition, to raise the standard of wages and reduce the hours of labor, knowing that by concerted action no reasonable demand can be denied us.

CONSTITUTION AND BY-LAWS

MEMBERSHIP AND JURISDICTION.

MEMBERSHIP.

Section 1. This Organization shall be known as the Chicago Teamsters, Chauffeurs and Helpers' Union of Chicago and Vicinity, and shall consist of an unlimited number of Local Unions and members subjected to its rules and laws, and shall not be dissolved as long as there are seven dissenting Local Unions, nor shall any Local Union be dissolved as long as there are seven dissenting votes in said Local Union.

Section 2. In the event of it being impossible to organize a union of Teamsters, Chauffeurs or Helpers in any one craft, it shall be permissible for said Teamsters, Chauffeurs or Helpers to affiliate with and hold membership in any Local Union in the Chicago Teamsters, Chauffeurs and Helpers' Union of Chicago and Vicinity, until such time as it may be possible to perfect and form a Local Union in such locality. Imme-

diately upon the formation of such Local Union members holding membership direct from the Chicago Teamsters, Chauffeurs and Helpers' Union of Chicago and Vicinity shall transfer their membership to said formed Local Union.

Section 3. The Joint Council of the Chicago Teamsters, Chauffeurs and Helpers' Union of Chicago and Vicinity, shall consist of delegates of the Chicago Teamsters, Chauffeurs and Helpers' Union of Chicago and Vicinity. Each Local Union to be entitled to seven (7) delegates and their Business Agent. Business Agent to be entitled to the floor, but not entitled to vote. The Seven Executive Officers of each Local Union shall constitute the delegates to the Joint Council.

Section 4. The officers of the Chicago Teamsters, Chauffeurs and Helpers' Union of Chicago and Vicinity shall consist of one general President, one General Secretary-Treasurer, five Vice-Presidents, to be elected in January of each year. This shall be the governing body and shall have the authority to enforce all laws governing this Organization, said officers to be elected by the delegates of the Council.

GENERAL PRESIDENT.

Section 5. The General President shall preside over all meetings of the General Executive Board, and shall affix his signature to all Charters and Documents of the Executive Board.

GENERAL SECRETARY-TREASURER.

Section 6. The General Secretary-Treasurer shall keep a correct account of all important documents, papers, letters received and copies of all important letters sent by him. He shall conduct all financial correspondence between the Chicago Teamsters, Chauffeurs and Helpers' Union of Chicago and Vicinity and the Local Unions. He shall be custodian of all the property of the Chicago Teamsters, Chauffeurs and Helpers' Union of Chicago and Vicinity.

He shall receive all applications for charters and shall sign and grant the same if in proper order. He shall have charge of the seal of the Chicago Teamsters, Chauffeurs and Helpers' Union of Chicago and Vicinity, and shall affix it to all important documents. The Secretary-Treasurer shall furnish the Secretaries of Local Unions in good standing a financial report each month. The General

Secretary-Treasurer shall receive all moneys due from Local Unions and other sources, giving official receipt thereof. All moneys shall be placed in the banks in the name of the Chicago Teamsters, Chauffeurs and Helpers Union of Chicago and Vicinity. He shall keep a correct financial account between the Local Unions and the Chicago Teamsters, Chauffeurs and Helpers Union of Chicago and Vicinity; also those authorized by the General Executive Board.

The General Secretary-Treasurer shall procure all seals, stamps, and supplies, and furnish same to all Local Unions desiring them, to be used whenever the Local Union may deem practicable.

(It is compulsory for all Local Unions to procure all supplies that are required to be uniform from the General Office. The General Secretary-Treasurer shall perform such other duties as are required of him by this constitution.

The General Secretary-Treasurer shall issue the password quarterly.

The General Secretary-Treasurer shall receive such compensation as shall be determined by the Joint Council, and he shall give bond to the General Executive Board in such

amount as they deem proper for the faithful performance of his duties.

The General Secretary-Treasurer shall have the power to employ such clerical assistance as may from time to time be necessary. Such help shall be paid reasonable salaries from the general fund, all of which shall be subject to the approval of the General Executive Board.

Section 7. The Joint Council shall have full power to enforce discipline on Local Unions, and members thereof, who violate the Constitution, to try cases involving danger or disgrace to a Local Union, or the Chicago Teamsters, Chauffeurs and Helpers' Union of Chicago and Vicinity and to pass judgment upon all cases, and its decision shall be enforced subject to appeal to the General Executive Board. No Local Union's charter shall be revoked by the General Executive Board unless specific charges have been preferred in writing, and the Local Union shall be given a fair and impartial trial.

Section 8. Any Local Union whose charter has been revoked by the Chicago Teamsters, Chauffeurs and Helpers' Union of Chicago and Vicinity shall lose its rights therein forever, and its officers, if found guilty, shall not be eligible for membership in any Local Union

of the Chicago Teamsters, Chauffeurs and Helpers Union of Chicago and Vicinity for a period of six (6) months from the date of suspension. Immediately after the revocation of the charter of a Local Union, the Organizers for the Chicago Teamsters, Chauffeurs and Helpers Union of Chicago and Vicinity shall organize a new Local Union, and shall give it a new charter from that held by the one whose charter has been revoked.

Section 9. Any member or members of the General Executive Board or the Joint Council as a whole shall have power, upon proper information, to prefer charges against any member or members, Local or Locals, who have in any way sought to injure the Chicago Teamsters, Chauffeurs and Helpers' Union of Chicago and Vicinity, or any Local Union thereof, any member or members, any official or officials thereof, or any committee, delegate or representative of the Chicago Teamsters, Chauffeurs and Helpers' Union of Chicago and Vicinity.

Section 10. In the case of an individual, the accused shall be notified through his Local Secretary-Treasurer, and shall have a reasonable time granted him to prepare and present a defense to the Executive Board of his Local Union. The Executive Board of his

Local Union shall give the accused a fair hearing, and shall render a verdict in accordance with the testimony presented. If found guilty he shall be given a reasonable time to comply with the verdict.

Section 11. All members shall be entitled to an appeal from the decision of the Local Executive Board to their Local Union, and from Local Union to Teamsters Joint Council and from the Joint Council to General Executive Board.

Section 12. Any Local Union refusing to try its members when charges have been preferred by another Local Union, for any cause whatsoever, the Local Union preferring the charges can at once bring the charges to the Joint Council or the General Executive Board for its decision.

Section 13. All fines levied by the Executive Board of the Local Unions, the Joint Council or the General Executive Board, shall revert to the Local Union of which the accused is a member.

Section 14. If charges are preferred against a Local Union, the Secretary-Treasurer of such Local shall be furnished with a copy of the charges by registered letter, and the Local Union shall be given a reasonable time to prepare and present a defense to the Joint

Council. Should a fine be assessed against a Local Union by the Joint Council and the Local Union desires to appeal to the General Executive Board, said fine must be paid to the General Secretary-Treasurer before the appeal can be taken, and the Local Union shall be permitted to continue in the full rights and privileges of the Chicago Teamsters, Chauffeurs and Helpers' Union of Chicago and Vicinity subject to its laws thereto, pending the final decision of the General Executive Board; should the General Executive Board decide in favor of the appeal, the deposit shall be restored, otherwise the same shall be converted into the General Fund.

FINANCE.

Section 15. Initiation Fees and Per Capita Tax, etc.

The revenues of the Chicago Teamsters, Chauffeurs and Helpers' Union of Chicago and Vicinity shall be derived as follows:

Organization fee, which includes charter, seal and all charter supplies, \$10.00.

From the sale of supplies to Local Unions, and from the sale of stamps of the following denominations:

Initiation stamp, 25 cents.

Monthly Due stamps (Per Capita) 5 cents.

Section 16. Each Local Union shall pay to the General Secretary-Treasurer the sum of twenty-five (25) cents for each member initiated in the Local Union, and a per capita tax of five (5) cents per member per month, payable on or before the 20th day of each month in advance; and the General Secretary-Treasurer shall receipt for all initiation fees and per capita tax by giving stamps of the above named denominations. All moneys received from the sale of initiation stamps and per capita received by the General Secretary-Treasurer shall be used exclusively for the legitimate expense of the Organization.

No other system of receipting for initiation fees or monthly dues will be recognized by the Chicago Teamsters, Chauffeurs and Helpers' Union of Chicago and Vicinity.

Section 17. Any member paying his initiation fees or monthly dues shall purchase stamps from the Local Secretary-Treasurer, who shall carefully paste the same on the space provided for in the members official Due Card, and cancel the stamps with the dater provided for this purpose (on the date the initiation fees or the monthly dues are paid, and said stamps shall at all times be acknowledged as a receipt for payment in full, and

for all amounts as designated by the stamps).

Section 18. All orders for stamps or supplies must be made on the regular official order blank, and have the seal of the Local Union ordering same attached, and all moneys sent to the General Secretary-Treasurer by Post Office Money Order, or Express Money Order.

Section 19. Any Local Secretary-Treasurer falsifying, or neglecting to report for three consecutive months, shall stand suspended from the Chicago Teamsters, Chauffeurs and Helpers Union of Chicago and Vicinity.

Section 20. The books of all Local Unions and of the Chicago Teamsters, Chauffeurs and Helpers Union of Chicago and Vicinity, shall be open for inspection any time by any officer, or any one who has been deputized to examine them by the General Executive Board or the General Secretary-Treasurer, for all money due the Chicago Teamsters, Chauffeurs and Helpers Union of Chicago and Vicinity.

Section 21. Whenever an officer or Organizer is sent to adjust a grievance between two or more Locals, said Locals shall turn over to said officer or Organizer, all books and Union Property in care of the Local Unions, to be held in possession until said difference is adjusted. Any Local Union re-

fusing to comply with this section shall be fined not less than fifty (50) dollars.

Section 22. Should a Local become six (6) months in arrears for per capita tax, their charter shall be revoked. The General Secretary-Treasurer shall notify all Local Unions when two months in arrears, but failure to receive such notice shall not prevent the suspension of the Local Union should it become three (3) months in arrears.

Section 23. Money in the General Treasury of the Chicago Teamsters, Chauffeurs and Helpers Union of Chicago and Vicinity shall be drawn only for legitimate purposes in the advancement and protection of its members.

Section 24. That the Chicago Teamsters, Chauffeurs and Helpers Union of Chicago and Vicinity shall not involve itself with any strike affairs of any organizations not affiliated with the Chicago Teamsters, Chauffeurs and Helpers Union of Chicago and Vicinity, and that no strike shall be sanctioned by the Chicago Teamsters, Chauffeurs and Helpers' Union of Chicago and Vicinity in sympathy with any organization not affiliated with the Chicago Teamsters, Chauffeurs and Helpers' Union of Chicago and Vicinity.

Section 25. When any difficulty arises between members of any Local Union and their

employers, the members shall lay the matter before the Local Union, the President shall appoint a committee to wait upon the employers, and endeavor to adjust the difficulty; said committee shall report at the next regular or special meeting, and the Local Union shall then take such course as is prescribed in this Constitution.

Section 26. If a settlement cannot be reached, the Union shall, at a summons meeting, order a secret ballot be taken, and it shall require a two-thirds majority of all the members of the Union present to adopt a motion to strike; the ballot taken must be by Yes or No, written on paper ballots.

Section 27. Any Local desiring to present a scale of wages to their employers, shall 60 days prior thereto submit a copy of the same to the Joint Council. Should the same have the approval of the Joint Council, it shall be compulsory upon the Local Union to forward a copy of the wage scale to the General Secretary-Treasurer to be kept on file.

Section 28. Any Local Union going on strike without the consent of the General Executive Board and Joint Council, shall not be entitled to financial benefits from the Chicago Teamsters, Chauffeurs and Helpers' Union of Chicago and Vicinity.

Section 29. Any Local Union which has not paid per capita tax on every member who has paid dues into said Local Union, shall not be entitled to benefits in case of difficulty.

Section 30. Strike or lock-out benefits may be paid to all members in good standing at the rate of \$5.00 per week, and will be payable at the end of the second week of the strike or lock-out, but in no case shall a fraction of a week's strike or lock-out pay be allowed nor the first week of the strike or lock-out be paid for; and any arrearage for dues, and dues one month in advance to be deducted from the first payment of benefits, and duly credited to the member or members so in arrears; and shall be payable at the end of the second week of the strike or lock-out. All members may be entitled to strike or lock-out pay for such period of time as the conditions of the general organizations shall allow. Strikes not requiring financial aid from the General Organization can be conducted by the rules and usages of the Local Union By-Laws.

Section 31. The sum of \$5,000 shall be retained at all times to meet the current expenses of the Chicago Teamsters, Chauffeurs and Helpers Union of Chicago and Vicinity.

The President shall not by telegram or

letter or in any other way advise a Local Union to return to work when on strike, unless his advice has been asked for, over the seal of the Local Union on strike, neither shall the Executive Board have any such power without first sending a representative of the General Organization to the Local Union on strike.

The President and the Board shall then have power to act in accordance with its instructions received from the representative. A violation of any of these duties shall be sufficient reason for recall.

Section 32. The General Secretary-Treasurer shall on or about the end of the second week, and each succeeding week of the strike or lock-out forward to the Local Secretary-Treasurer, or Deputy, a certified checque covering a sufficient amount to pay each week's benefits, and he shall also furnish a blank pay-roll sheet, on which each member shall sign for the amount received; said pay-roll to be made in duplicate.

Section 33. The Local Secretary-Treasurer, or Deputy, shall forward the original pay-roll to headquarters, but shall retain a carbon copy of the same for future references, and the Executive Board of the Local Union that

is out on strike or locked out shall endorse the pay-roll.

Section 34. During the continuance of a strike or lock-out the Deputy and strike committee of the Local Union shall make weekly reports to the General Secretary-Treasurer, showing the amounts distributed for benefits, the number of beneficiaries, and all other facts that may be required.

Section 35. All moneys from the General Fund remaining unused by the Local Union at the close of a strike or lock-out, shall be returned at once to the General Secretary-Treasurer.

Section 36. No Local Union shall receive financial assistance from the Chicago Teamsters, Chauffeurs and Helpers' Union of Chicago and Vicinity, unless the Local Union has been two months in good standing. This shall not apply to members who have been locked out.

Section 37. A Local Union more than one month in arrears for per capita tax shall not be entitled to benefits; and should a Local Union become three months in arrears for per capita tax, fines, etc., they shall stand suspended and shall not be entitled to benefits for three (3) months after all arrears have been paid.

Section 38. No member of a Local Union on strike shall be entitled to a weekly benefit unless he reports daily to the proper officers of the Local Union while the strike continues, and no member who shall receive a week's work (three (3) days considered a week), shall not receive benefits. Any member refusing to work for an employer considered fair while on strike shall be deprived from all benefits under this law.

Section 39. A declaration on the part of the employer, or a combination of employers, to the effect that their employes must cease their connections with the Chicago Teamsters, Chauffeurs and Helpers' Union of Chicago and Vicinity, or cease work on any combination entered into by any number of employers for the purpose of throwing their employes out of employment, without any cause or action on their part, shall be deemed a lock-out. In case a lock-out is reported to the Chicago Teamsters, Chauffeurs and Helpers' Union of Chicago and Vicinity, the General Secretary-Treasurer shall endeavor to obtain proof that the difficulty is a bona fide lock-out, as defined in this section. This section does not apply to reduction of wages.

Section 40. Any member going to work on a job declared on strike or lock-out in ac-

cordance with the laws of the Chicago Teamsters, Chauffeurs and Helpers' Union of Chicago and Vicinity shall be fined such sum as the Local Union may decide, but not less than \$5.00 for each day so employed.

Section 41. No Local Union shall receive financial assistance from the Chicago Teamsters, Chauffeurs and Helpers' Union of Chicago and Vicinity unless the Secretary-Treasurer of said Local Union has been bonded by a legitimate bonding company.

Section 42. Prior to a Local Union becoming involved in a law suit, strike, lock-out, boycott, or any serious difficulty, they shall immediately notify the General Secretary-Treasurer, whose duty it shall be to at once call a meeting of the Council, and who shall select a committee consisting of three members from separate Local Unions, to act in conjunction with the Local Union committee, to endeavor to satisfactorily settle the controversy.

Section 43. Charter members shall consist of the names forwarded to headquarters with the application for charter, and Local Unions must procure initiation stamps for all charter members, but charter members shall not be required to pay per capita tax for the month in which they receive their charter.

Section 44. Local Unions shall provide each

member with Due Card, upon which the dues and assessments paid by members shall be entered, which shall be receipt for same.

Section 45. A Local Union may by a majority vote keep their charter open for a term of thirty (30) days or sixty (60) days after receiving the same, but all members, initiated must have their official due card stamped as provided for by the preceding section.

NOMINATION AND ELECTION

Section 46. The nomination and election of the General Executive Board, the General Organizer, and the officers of the Chicago Teamsters Joint Council shall take place in January of each year.

TRANSFER CARDS.

Section 47. Date of initiation.....
This is to certify that the bearer hereof, Brother.....whose name is written on the margin of this card, in his own handwriting, is a member in good standing of Local.....Chicago Teamsters, Chauffeurs and Helpers' Union of Chicago and Vicinity, and is entitled to all rights and privileges under our jurisdiction.

We recommend him to the friendship and

protection of all members of the Chicago Teamsters, Chauffeurs and Helpers' Union of Chicago and Vicinity, wherever he may be, and to free admission, provided he has been a member not less than ninety (90) days in the Local Union from which he transfers, otherwise he shall pay the difference in the initiation fee to the Local Union to which he transfers for the space of one month from the date hereof, and no longer.

This card expires.....19...and is null and void after that date, unless renewed or deposited in accordance with the Constitution.

The member receiving this card will be suspended from all rights and benefits unless the card is renewed, by the Local Union before its expiration. It will also be forfeited unless deposited within thirty days after going to work in any other craft where there is a Local Union.

Given under our hands and the seal of Local Union No.....this.....day of 19.....

Section 48. It shall be compulsory, for a member leaving his Local Union to go to work under the jurisdiction of another Local Union, to procure a transfer card at the first regular meeting from the Local of which he

is a member, and to deposit the same with the Local Union under whose jurisdiction he may be working, within 30 days. Said member must sign his name in the presence of the Secretary-Treasurer of the Local Union from which he transfers, and countersign in the presence of the Secretary-Treasurer of the Local to which he seeks admission; and also procure an official Due Card stamped to date. Salaried officers of the Chicago Teamsters, Chauffeurs and Helpers' Union of Chicago and Vicinity shall not be required to transfer from their respective Locals while employed by the Chicago Teamsters, Chauffeurs and Helpers Union of Chicago and Vicinity.

Any member transferring from one Local to another, who has paid his dues in advance, shall remove necessary stamps, Refund money and mark transfer paid for month only in which it is issued.

Financial Secretary must issue transfer to member upon the payment of dues and assessments irrespective of personal debts as soon as member leaves jurisdiction of Local.

Section 49. Any member or members against whom a Local Union has charges, and the member coming to said Local Union upon a transfer card, the Local Union shall have the right to try him upon the charges

and enforce their findings against the brother in accordance with the Constitution. Upon a decision being handed down by the Joint Council that jurisdiction be given any Local Union over members working at any particular branch of our craft, it shall be mandatory upon the Secretary-Treasurer of the Local Union to immediately furnish the brother with a transfer card, after having received notice from the Secretary of the Joint Council that jurisdiction has been granted to some other Local affiliated with the Chicago Teamsters, Chauffeurs and Helpers' Union of Chicago and Vicinity.

WITHDRAWAL CARD.

Section 50. Any member of the Organization ceasing to work at his craft, shall, if he so desires, be given a withdrawal card upon the payment of 25 cents, if his dues, fines or assessments are fully paid to date. By returning to work at this craft, he must deposit same, pay current month's dues and 25 cents for reinstatement. Upon going to work in another Local Union under the jurisdiction of the Chicago Teamsters, Chauffeurs and Helpers Union of Chicago and Vicinity, he shall deposit the card with the Local

Union which issued the same to him, and pay 25 cents, and also pay the current month's dues.

INSTRUCTIONS TO ORGANIZERS AND TO LOCAL UNIONS FOR DRAFTING BY-LAWS.

Section 51. Each Local Union shall have the right to make such laws as it may deem advisable, providing they do not conflict with the laws of the Chicago Teamsters, Chauffeurs and Helpers' Union of Chicago and Vicinity.

The officers of Local Unions shall consist of a President, Vice-President, Recording Secretary, Secretary-Treasurer, and three Trustees. These officers shall constitute the Executive Board of the Organization. The Conductor and Warden shall be appointed by the Chair. All officers shall serve for a period of no less than one year.

No Local Union shall send circular letters to other Local Unions asking for financial aid unless they have first obtained the sanction of the Executive Board, failure to abide by the above law shall subject the Local Union to fine or suspension.

LABOR DAY.

Section 54. We recognize the first Monday in September as Labor Day, except when another day is provided by law, and call upon all Local Unions to observe the same. It is advisable for Local Unions to unite and march under one banner, in this City, and each Local Union can make such rules and regulations requiring their members to observe the day as best adapted to their locality.

ORDER OF BUSINESS.

1. Opening.
2. Roll Call.
3. Reading of the minutes of previous meeting.
4. Proposals for Membership.
5. Report of Committee on Candidates.
6. Initiations.
7. Communications and Bills.
8. Reading of Receipts from Headquarters.
9. Reading of monthly report to Headquarters (this report must be read on the first meeting in each month, and at once forwarded to Headquarters).
10. Report of Delegates and Committees.
11. Unfinished business.
12. New business.
13. Nomination, Election and Installation of Officers.
14. Good and Welfare of the Chicago Teamsters, Chauffeurs and Helpers' Union of Chicago and Vicinity.
15. Receipts and Expenditures. (Itemized).
16. Adjournment.







